

1 **IN THE CLAIMS**

2 This listing of claims will replace all prior versions and listings of claims in this application.

3
4 --1-39. **(Cancelled)**

5
6 40. **(Previously Presented)** A method for providing a store compensation system using network-
7 based computer software applications to integrate and manipulate employee payroll and human
8 resource information to determine and monitor employee compensation for single or multi-location
9 companies, wherein said method comprises the steps of:

10 inputting employment data into a computer system for at least one employee;

11 recording sales transaction data in a computer system for said employee;

12 uploading said transaction data to a central database;

13 calculating compensation due to said employee based on said transaction data;

14 recalculating said compensation at predetermined times; and

15 providing said compensation due at predetermined times for display;

16 wherein said computer system stores said transaction data and performs said calculating; and

17 wherein said central database performs said recalculating to determine accuracy of said
18 compensation.

1 41. **(Previously Presented)** A method according to claim 40, wherein said method further
2 comprises the step of:

3 using said employee data for each said employee to create a compensation plan for
4 each said employee.

5
6 42. **(Original)** A method according to claim 41, wherein creating said compensation plan comprises
7 the steps of:

8 determining business labor rules;
9 establishing relationships for said transaction data to calculate commission earnings;
10 establishing overtime parameters; and
11 establishing commission earnings parameters for each said transaction data.

12
13 43. **(Original)** A method according to claim 42, wherein said establishing commission parameters
14 comprises the steps of:

15 selecting commission plan detail from a setup menu;
16 selecting parameters for a plurality of commissions and incentives;
17 selecting restrictions for each said commission parameter;
18 identifying sales transactions;
19 determining the quantity of said sales transactions; and
20 computing said commission.

1 44. **(Original)** A method according to claim 42, wherein said establishing relationships comprises the

2 steps of:

3 configuring merchandise departments;

4 grouping said departments in clusters; and

5 assigning values to each of said clusters.

6
7 45. **(Previously Presented)** A method according to claim 44, wherein said configuring comprises

8 the steps of:

9 selecting a department to which said transaction data applies;

10 selecting a description of said merchandise associated with said transaction data;

11 selecting a commission code for said merchandise; and

12 determining commission eligibility of said merchandise;

13 wherein said commission code corresponds to commission type for said merchandise, and

14 wherein said determining commission eligibility fixes said compensation calculations.

1 46. **(Original)** A method according to claim 40, wherein said inputting comprises the steps of:

2 selecting setup from a main menu;

3 selecting a compensation plan;

4 selecting to add employee data;

5 inputting a code corresponding to a location for said employee;

6 inputting a job function code;

7 inputting a compensation state type code; and

8 inputting a compensation geographic area.

9
10 47. **(Previously Presented)** A method according to claim 40, wherein said recalculating occurs at
11 least biweekly.

12
13 48. **(Original)** A method according to claim 40, wherein said recalculating comprises the step of:

14 comparing said calculated compensation with historical compensation for said employee

15 to determine if said calculated compensation is consistent with said historical

16 compensation.

17
18 49. **(Original)** A method according to claim 40, wherein said calculating compensation
19 comprises the step of:

20 polling said transaction data.

1 **50. (Previously Presented)** A method according to claim 40, wherein said recalculating
2 compensation further comprises the step of:
3 adjusting said calculated earnings; and
4 recalculating said calculated earnings.

5
6 **51. (Original)** A method according to claim 40, wherein changes to said calculating compensation
7 may be made manually.

8
9 **52. (Original)** A method according to claim 40, wherein said method further comprises the steps of:
10 inputting employee hours into said computer system;
11 loading a sales history table from said computer system;
12 determining a pay period for said sales transaction data;
13 inserting said sales transaction data and historical sales transaction data into an
14 employee recalculation table;
15 performing said recalculating; and
16 inserting said sales transaction data into said sales history table.

17
18 **53. (Original)** A method according to claim 40, wherein said display is via a monitor.

19
20 **54. (Original)** A method according to claim 40, wherein said display is via a printed report.

1 55. **(Withdrawn)** A system for calculating employee compensation, wherein said system
2 comprises:

3 means for inputting employee data into a central database;

4 means for inputting transaction data into said central database;

5 means for creating a compensation plan for each employee; and

6 means for generating an employee job table from said employee data and said
7 transaction data; and

8 means for calculating compensation due to said employee;

9 means for recalculating compensation at predetermined times;

10 wherein said means for creating uses said employee data and said transaction data input into the
11 system to create said compensation plan; and

12 wherein said system uses said compensation plan to calculate said compensation.
13

14 56. **(Withdrawn)** A system according to claim 55, wherein said compensation plan comprises
15 incentives.
16

17 57. **(Withdrawn)** A system according to claim 56, wherein said incentives are established on the
18 basis of quantity sold.
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1 58. **(Withdrawn)** A system according to claim 56, wherein said incentives are established by
2 selecting a department group, an earnings code, a type of sale, a type of incentive program, a sequence
3 number, and a commission percentage corresponding to an appropriate sales volume and price.

4
5 59. **(Withdrawn)** A system according to claim 58, wherein said commission percentage is
6 dependent on said sales volume.--